

FINAL BILL REPORT

ESHB 2049

C 534 L 09
Synopsis as Enacted

Brief Description: Concerning personnel practices regarding exempt employment.

Sponsors: House Committee on State Government & Tribal Affairs (originally sponsored by Representatives Seaquist, Appleton, Hunt, Armstrong, Chandler, Chase and Miloscia).

House Committee on State Government & Tribal Affairs
Senate Committee on Labor, Commerce & Consumer Protection

Background:

The Director of the Department of Personnel (Department) is appointed by the Governor, subject to confirmation by the Senate. The Director oversees the Department's administration of civil service rules and technical activities, and has the authority to adopt rules regarding such things as probationary periods, transfers, promotional preference, and layoffs. Rules adopted by the Director may be superseded by the provisions of a collective bargaining agreement, but this affects only those employees in that bargaining unit covered by that bargaining agreement.

The Washington Management Service was established in 1993 as a separate personnel system for civil service managers within the executive branch of state government. Its purpose is to develop and maintain a professional managerial workforce, and to provide agencies increased flexibility for their management positions in the areas of hiring and setting compensation. The Director is also authorized to adopt rules for this management system.

After July 1, 1993, any employee whose position is exempted has the right to appeal, either individually or through his or her authorized representative, to the Washington Personnel Resources Board.

Summary:

The Director must require each state agency to report annually on: the number of classified, Washington Management Service, and exempt employees in the agency and the change compared to the previous report; the number of bonuses and performance-based incentives awarded to agency staff; and the cost of each bonus or incentive awarded. A compilation of

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the data for each agency must be provided annually to the Governor and the appropriate committees of the Legislature and posted on the Department's website.

If a vacant position is being exempted, the exclusive bargaining unit representative may act in lieu of an employee for the purposes of an appeal.

Votes on Final Passage:

House	95	0	
Senate	43	0	(Senate amended)
House	95	0	(House concurred)

Effective: July 26, 2009